



Department
for Business
Innovation & Skills

**Cost for an employer of taking on a
Higher Apprentice**

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What is a Higher Apprenticeship?

A Higher Apprenticeship is a way for young people and adult learners to earn while they learn in a real job, gaining a real qualification and a real future.

Higher Apprenticeships incorporate a work-based learning programme for an employee leading to a nationally recognised qualification at Level 4 and above, with Level 4 and 5 being equivalent to a Higher Education Certificate/Diploma or a Foundation Degree, Level 6 equivalent to a Bachelor degree and Level 7 equivalent to a Master's degree.

Benefits to employer

Hiring Apprentices helps businesses to grow their own talent by developing a motivated, skilled and qualified workforce.

Apprenticeships deliver for businesses and help them grow by:

- Reducing training and recruitment costs
- Increasing productivity and their bottom line
- Developing a skilled, motivated and qualified workforce
- Improving customer service results
- Providing a financial return on investment.

Higher Apprenticeships are available at Levels 4 to 7 and offer learners a clear pathway to achieving professional level, job specific skills while remaining in employment and earning a salary

Costs

The cost for businesses of taking on a Higher Apprentice will vary depending on the Apprenticeship framework relevant to their industry/job role and the age of the individual.

In all cases the employer will pay salary costs and where possible we expect employers to fully fund the training costs associated with Higher Apprenticeships. There may be some public funding towards the Apprenticeship available through the Skills Funding Agency or through an HE tuition fee loan and the apprentice's provider will be able to advise on current funding available.

Higher Apprenticeship frameworks contain a suite of qualifications, which can include Further Education (FE) qualifications, Higher Education (HE) qualifications, professional qualifications or a combination of any of the three. Any public funding will depend on the individual's eligibility and suite of qualifications.

If the individual has a disability or learning difficulty additional support may be available to help provide equipment, software, a support worker etc in the workplace through Access to Work, or to provide similar support for learning through the training provider.

If the individual is aged 16-18

The cost of FE qualifications up to Level 6 within a Higher Apprenticeship framework will be fully funded by Government providing the young person and the suite of qualifications is eligible. If the individual has prior learning then the funding will be reduced in accordance with that learning.

The cost of HE qualifications is either met by the employer or by the individual taking out an HE tuition fee loan if they are eligible*. Where the Higher Apprenticeship has a professional qualification this cost is met by the employer or individual.

If the individual is aged 19+

The cost of FE Qualifications up to Level 6 within a Higher Apprenticeship framework may be funded and when they are they will be part funded by Government providing the individual and the suite of qualifications is eligible. If the individual has prior learning then the funding will be reduced in accordance with that learning.

The cost of HE qualifications is either met by the employer or by the individual taking out an HE tuition fee loan if they are eligible*. Where the Higher Apprenticeship has a professional qualification this cost is met by the employer or individual. The individual may be eligible for a Professional and Career Development Loan (PCDL) to help fund their professional qualification (for a maximum of 2 years).

More information:

Information on Higher Apprenticeships and the frameworks currently available can be found on the National Apprenticeship website:

<http://www.apprenticeships.org.uk/Employers/The-Basics/Higher-Apprenticeships.aspx>.

Information on HE tuition fee loans can be found on the Student Loan Company website at: <http://www.practitioners.slc.co.uk/>

Information on PCDLs is available at www.gov.uk/career-development-loans/overview.

* And the course must also be designated for HE support purposes

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